

BILL NO.S-96-09-02 (AS AMENDED) *(as amended)*

SPECIAL ORDINANCE NO. S-

69-96

**AN ORDINANCE fixing the salaries of
each and every appointed officer,
employee, deputy assistant, departmental
and institutional head of the Civil
City and City Utilities of the City
of Fort Wayne, Indiana for the year 1997**

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) have assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended labor grade designations for positions within their respective jurisdictions, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided for the **1997** City Budget and from City Utilities operating funds and other sources as may be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all employees of the Civil City of Fort Wayne and of City Utilities, shall be classified by the departments, titles and labor grades herein designated, and that

1 no changes be made in any labor grade without the specific approval of the Common Council except
2 for those brought about by collective bargaining with authorized representatives of City or Utilities
3 employees in accordance with the existing collective bargaining agreements.

4 SECTION 2. That the following scale of Minimum, Median and Maximum
5 Salaries is hereby fixed and authorized as a scale for approved labor grades. It shall be the City's
6 policy that no employee shall be paid below the minimum and the maximum will not be exceeded,
7 except for approved shift differentials, approved longevity pay, approved overtime pay, approved
8 technical skill pay, approved educational bonus, approved clothing allowance, approved previously
9 accrued vacation payoff, sick time, FLSA earned compensatory time or approved car allowance.

10 SEE EXHIBIT "A" ATTACHED HERETO AND MADE A

11 PART HEREOF IN ITS ENTIRETY

12 This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive
13 pay policy. Actual adjustments in salaries within amounts fixed herein by Council will result from 1)
14 any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any
15 adjustment to the base pay representative organization for an individual's labor grade, and/or 3)
16 progression to a level specified in an approved collective bargaining agreement between the City of
17 Fort Wayne and a recognized

18 SECTION 3. The following is a true and complete listing of all Civil City and
19 City Utilities salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It
20 does not include those positions which are specified as part of a bargaining unit having a written
21 economic agreement with the City or Utilities negotiated by the Director of City Human Resources and
22 aproved by the Common Council.

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LABOR GRADE

TITLE

CITY CLERK'S OFFICE

12	Chief Deputy
12	Research Assistant
11	Assistant Chief Deputy
10	Administrative Assistant
9	Violations Court Administrator
8	Violations Bureau Specialist
7	Receptionist/Clerk
UC (not to exceed \$41,105)	Council Attorney

PARKS AND RECREATION

19	Director
17	Superintendent
17	Associate Director A
16	Associate Director B
16	Manager A
15	Manager B
15	Assistant Superintendent
14	Manager C
13	Supervisor A
12	Manager D
12	Administrative Assistant
12	Supervisor B
11	Supervisor C

11 Assistant Supervisor
11 Golf Green Superintendent
8 Supervisor D
UC Golf Course Pro/Manager
(not to exceed \$15,375)

METRO HUMAN RELATIONS COMMISSION

17 Executive Director
~~15~~ ~~Deputy Director~~ *deleted*
12 Chief Investigator
10 Investigator III
9 Investigator II
9 Investigator I
8 Executive Secretary VIII

MAYOR'S OFFICE

20 Chief of Staff
19 Strategic Planner
14 Executive Assistant
11 Administrative Assistant
8 Executive Secretary VIII
7 Receptionist

Internal Audit

17 Director of Internal Audit
13 Staff Auditor

Public Information

14 Director, Public Information

12 Public Information Officer

4 Executive Secretary IV

Neighborhood/Citizen's Advocate

14 Neighborhood/Citizen's Advocate

8 Assistant Citizen's Advocate

Law Department

UC City Attorney (Corporation Counsel)
(not to exceed \$55,840)

UC Associate City Attorney
(not to exceed \$30,273)

11 Legal Research/Administrative Assistant

Drug Regional Advisory Council

16 Director/Governor's Commission for a Drug-Free Indiana

13 Coordinator

5 Executive Secretary V

(The positions in the Drug Regional Advisory Council are exempt from any and all local residency requirements. The incumbents have no right to continue employment with the City upon expiration of State Funding for these positions pursuant to Special Ordinance No. 89-09-21).

FINANCE AND ADMINISTRATION

19 Director of Finance & Administration Division

18 Deputy Controller

15 Accounting Supervisor

11 Administrative Assistant

Property Management

13 Property Manager

Payroll Services

13 Supervisor of Payroll Services

1	10	Payroll Administrator III
2	9	Payroll Administrator II
3		<u>Risk Management</u>
4	15	Risk Manager
5	12	Medical Coordinator
6	11	Safety Claims/Investigator
7	11	Benefits Administrator
8	9	Administrative Assistant IX
9	7	Executive Secretary VII/Receptionist
10		<u>Purchasing Services</u>
11	16	Director of Purchasing Services
12	13	Assistant Director of Purchasing Services
13	8	Executive Secretary VIII
14		<u>Office & Administrative Services</u>
15	9	Executive Secretary/Instructor
16	7	Executive Clerical Secretary
17	5	Executive Clerical Assistant
18		<u>PUBLIC WORKS</u>
19		<u>Public Works Administration</u>
20	19	Director of Public Works Division
21	16	Associate Director
22	12	Clerk to Board
23	9	Executive Secretary IX
24		<u>Solid Waste</u>
25	13	Solid Waste Manager
26	12	Administrative Assistant

1	6	Executive Secretary VI/Receptionist
2		<u>City Engineer</u>
3	18	City Engineer
4	18	Flood Control Coordinator
5	15	Assistant City Engineer
6	15	Finance Manager
7	8	Executive Secretary VIII
8	9	Administrative Assistant
9		<u>Transportation Engineering Services</u>
10	16	Director
11	10	Administrative Assistant
12		<u>Traffic Engineering</u>
13	16	Director of Traffic
14		Engineering/Street Light Engineering
15	15	Assistant Director of Traffic Engineering
16	14	Signal Superintendent
17	14	Sign and Marking Superintendent
18	13	Signal Foreman
19	12	Administrative Assistant
20		<u>Street Light Engineering</u>
21	14	Superintendent of St. Lighting Warehouse
22		<u>Street Department</u>
23	18	Director of Transportation/Operations
24	13	Assistant Street Commissioner
25	12	General Foreman
26	12	Administrative Assistant

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Garage

13	Superintendent
12	Garage Supervisor
12	Systems Manager

CITY UTILITIES

Utilities Administration

UC	Counsel to City Utilities
19	Director of City Utilities
16	Associate Director of City Utilities
11	Administrative Assistant
9	Executive Secretary IX

Data Control

15	Billing Systems Manager
13	Administrative Assistant

GIS

16	Manager of GIS/IMS
15	GIS Analyst

Water Engineering

16	Manager of Water Engineering
8	Executive Secretary VIII

Filtration Plant

17	Superintendent
16	Assistant Superintendent
15	Supervisor of Maintenance
15	Supervisor of Water Quality

1	12	Administrative Assistant
2		<u>Water Maintenance & Service</u>
3	17	Superintendent
4	15	Assistant Superintendent
5	13	Supervisor
6		<u>Water Pollution Control Engineering</u>
7	16	Manager of WPC Engineering
8	15	Program Manager
9	8	Executive Secretary VIII
10		<u>Water Pollution Control Plant</u>
11	17	Superintendent
12	16	Assistant Superintendent
13	15	Supervisor of Water Quality
14	15	Supervisor of Operations
15	15	Supervisor of Maintenance
16	15	Supervisor of Agroservices
17	14	Chemist
18	13	Assistant Supervisor of Maintenance
19	12	Administrative Assistant
20		<u>Water Pollution Control Maintenance</u>
21	17	Superintendent
22	15	Assistant Superintendent/Maintenance
23	13	Supervisor
24		<u>Stormwater Engineering</u>
25	16	Manager of Stormwater Engineering
26	8	Executive Secretary VIII

Stormwater Maintenance

15 Assistant Superintendent/Stormwater

13 Supervisor

Customer Relations

15 Customer Relations Manager

13 Supervisor

Meter Reading

15 Meter Reading Manager

General Accounting

15 General Accounting Manager

12 Project Accountant

12 Analyst

12 Financial Accountant

12 Fixed Asset/Budget Accountant

9 Bookkeeper/Accountant

6 Bookkeeper/Data Entry

Water Resources

17 Chief Engineer

COMMUNITY AND ECONOMIC DEVELOPMENT

C&ED Administration

19 Director Community & Economic Development Division

16 Community Development Projects Administrator

14 Fiscal Manager

13 Community Development Specialist

1	12	Staff Accountant
2	9	Administrative Assistant
3		<u>Planning</u>
4	18	Director of Planning
5	16	Senior Planner (Planner III)
6	14	GIS Planner
7	13	Planner II
8	12	Planner I
9	10	Historic Preservation Assistant
10	9	Administrative Assistant
11		<u>Economic Development</u>
12	18	Director of Economic Development
13	15	Sr. Economic Development Specialist
14	14	Business Development Specialist/UEA Administrator
15	13	Economic Development Specialist
16	11	Asst. Business Development Specialist
17	10	Administrative Assistant
18	7	Executive Secretary VII
19	6	Executive Secretary VI
20		<u>Redevelopment</u>
21	18	Director of Redevelopment
22	13	Redevelopment Specialist
23	10	Bookkeeper/Accountant
24	9	Administrative Assistant
25		<u>Neighborhood Code Enforcement</u>
26	17	NCE Administrator

1	14	Enforcement Manager
2	13	Case Systems Manager
3	12	Legal Assistant
4		<u>Housing and Neighborhood Development Services</u>
5	17	HANDS Administrator
6	14	Loan Processing Manager
7	14	Program Development Manager
8	14	Construction Manager
9	9	Administrative Assistant
10	7	Executive Secretary VII
11		<u>Contract Compliance</u>
12	17	Compliance Administrator
13	11	Compliance Officer
14	8	Executive Secretary VIII
15		<u>PUBLIC SAFETY</u>
16		<u>Public Safety Administration</u>
17	19	Director of Public Safety Division
18		<u>Human Resources</u>
19	16	Associate Director of Human Resources
20	14	Systems Manager
21	12	Employment Specialist
22	11	Office Manager
23	11	Labor Relations Specialist
24	7	Executive Secretary VII
25	5	Executive Secretary V

Animal Control

17	Director Animal Care and Control
11	Office Supervisor
11	Enforcement Supervisor
11	Animal Care Supervisor
11	Humane Education Specialist

Communications

17	Chief of Communications
15	Director of Operations
13	Supervisor of Dispatchers
13	Supervisor of Technicians
13	Assistant Director of Operations
12	Electronics Technician
11	Administrative Assistant

SECTION 4. Pursuant to State Statute economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year **1997**. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

SECTION 5. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF).

SECTION 6. That, in addition to the compensation provided for herein: The Corporation Counsel shall receive not more than **\$6,000** for services performed in connection with the operations of the municipally owned utilities pursuant to I.C. 36-4-7-4 which additional compensation shall be paid from the revenues of the appropriate utility or function. The Corporation

1 Counsel shall also receive an additional sum not to exceed **\$12,000** for services provided in
2 connection with the City Self-Insurance Program involving matters not in litigation. That, so long as the
3 City does not employ a full-time Labor Relations Director (Labor Grade 14) the Corporation Council
4 shall receive **\$12,000** additional annual compensation for services provided in connection with
5 collective bargaining matters involving the Civil City and its Utilities.

6 That, in addition, the following legal services are recognized as extraordinary services and
7 shall entitle any part-time member of the Law Department performing such services to additional
8 compensation at the rate of **\$130** per hour, or such other appropriate compensation as determined by
9 the Board of Public Works:

- 10 A.) Bond issues and related financial matters, including Bond issues related to
11 the Economic Development Commission where the fees for said issues are
12 paid by the Bond applicant.
- 13 B.) Annexation litigation following the filing of a remonstrance.
- 14 C.) Condemnation litigation following the filing of exceptions to the appraisers'
15 report.
- 16 D.) All matters relating to defense of claims against the Fort Wayne Police
17 Department following the filing of a complaint.
- 18 E.) All matters involving a challenge to the constitutionality of any act or omission
19 by the City or one of its employees following the filing of a complaint in court.
- 20 F.) All matters relating to intervention in utility rate cases following the filing of a
21 petition of a petition to intervene, or other appearances before the Indiana
22 Utility Regulatory Commission (I.U.R.C.)
- 23 G.) All matters relating to litigation where the amount in controversy exceeds
24 \$50,000, following the filing of a complaint in court.

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2 H.) All matters relating to litigation where any
3 recovery against the City or its employees would be paid from the City's Self-
4 Insurance Fund.

5 I.) All matters involving collective bargaining arbitrations.

6 J.) Matters relating to the Fort Wayne Redevelopment Commission covered by
7 a separate contract.

8 Any and all payments to be made hereunder for extraordinary services, shall be subject to
9 the final approval by the City Controller. Nothing in this agreement shall prevent the use of other
10 attorneys or firms to perform extraordinary services, subject, however, to the provisions of I.C. 36-4-9-
11 12.

12 SECTION 7. From and after the first day of January, **1997**, all appointed
13 officers, employees, deputies, assistants, departmental and institutional heads of the Civil City and
14 City Utilities will be paid according to this, the above and following provisions of this ordinance, subject
15 to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by
16 Common Council.

17 SECTION 8. That all Departments subject to this Ordinance will conform
18 to the Official City's Personnel Policies and Procedures relating to hiring, pay, and other related
19 practices, approved by the Mayor and administered by the City's Human Resources Department.

20 SECTION 9. If any section, clause, sentence, paragraph or part or
21 provisions of this Ordinance be found invalid or void by a Court of competent jurisdiction, it shall be
22 conclusively presumed that this Ordinance would have passed by the Common Council without such
23 invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will
24 remain in effect.

25 SECTION 10. The Municipal Code of the City of Fort Wayne references, in
26 codification form, salary ordinances previously adopted by the City Council for past years. Such

1 salary ordinances have a duration of one year and thus, with the exception of the **1996** salary
2 ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1,
3 **1997**, any conflict between the terms and conditions hereof and any previous ordinance shall be
4 resolved in favor of this ordinance.

5 SECTION 11. Two copies of all attachments and Exhibits referred to in this
6 Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

7 SECTION 12. This Ordinance shall be in full force and effect from and after
8 its passage and approval by the Mayor.

9 _____
Council Member

10 APPROVED AS TO FORM
11 AND LEGALITY

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13 _____
14 J. Timothy McCaulay, City Attorney
(Corporation Counsel)
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EXHIBIT "A"

NEW SALARY RANGES - FOR 1997

LABOR GRADE	MINIMUM	MEDIAN	MAXIMUM
1	\$11,981	\$14,582	\$17,184
2	13,478	16,405	19,331
3	14,976	18,227	21,479
4	16,475	20,053	23,631
5	17,971	21,874	25,777
6	19,470	23,697	27,924
7	20,967	25,520	30,074
8	22,463	27,342	32,221
9	23,921	29,145	34,369
10	25,459	30,988	36,517
11	26,957	32,810	38,664
12	28,456	34,956	41,457
13	29,953	36,458	42,963
14	31,449	38,277	45,105
15	32,948	40,101	47,254
16	36,339	44,228	52,118
17	40,424	49,209	57,994
18	44,868	54,610	64,352
19	53,129	63,954	74,779
20	54,192	65,233	76,275

Read the first time in full and on motion by _____,
and duly adopted, read the second time by title and referred to the _____,
Committee on _____ (and the City Plan Commission
for recommendation) and Public Hearing to be held after due legal notice, at
the Common Council Council Conference Room 128, City-County Building, Fort
Wayne,, Indiana, on _____, 19____, the _____ day of _____
_____, M., E.S.T. _____, at _____ o'clock

DATED: _____
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by _____,
and duly adopted, placed on its passage. PASSED _____ LOST _____
by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT:
TOTAL VOTES				
BENDER				
CRAWFORD				
EDMONDS				
HALL				
HAYHURST				
HENRY				
LUNSEY				
RAVINE				
SCHMIDT				

DATED: _____
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne,
Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL)
(SPECIAL) (ZONING) ORDINANCE RESOLUTION NO. _____
on the _____ day of _____, 19____

ATTEST: (SEAL)

SANDRA E. KENNEDY, CITY CLERK PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on
the _____ day of _____, 19____,
at the hour of _____ o'clock _____, M., E.S.T.

SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this _____ day of _____,
19____, at the hour of _____ o'clock _____ M., E.S.T.

PAUL HEIMKE, MAYOR

BILL NO.S-96-09-02

SPECIAL ORDINANCE NO. S-

**AN ORDINANCE fixing the salaries of
each and every appointed officer,
employee, deputy assistant, departmental
and institutional head of the Civil
City and City Utilities of the City
of Fort Wayne, Indiana for the year 1997**

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WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended labor grade designations for positions within their respective jurisdictions, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided for the 1997 City Budget and from City Utilities operating funds and other sources as may be specified by the Common Council.

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CITY OF FORT WAYNE, INDIANA:**

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10 SEE EXHIBIT "A" ATTACHED HERETO AND MADE A

11 PART HEREOF IN ITS ENTIRETY

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16 progression to a level specified in an approved collective bargaining agreement between the City of
17 Fort Wayne and a recognized

18 SECTION 3. The following is a true and complete listing of all Civil City and
19 City Utilities salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It
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21 economic agreement with the City or Utilities negotiated by the Director of City Human Resources and
22 approved by the Common Council.

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LABOR GRADE

TITLE

CITY CLERK'S OFFICE

12	Chief Deputy
12	Research Assistant
11	Assistant Chief Deputy
10	Administrative Assistant
9	Violations Court Administrator
8	Violations Bureau Specialist
7	Receptionist/Clerk
UC (not to exceed \$41,105)	Council Attorney

PARKS AND RECREATION

19	Director
17	Superintendent
17	Associate Director A
16	Associate Director B
16	Manager A
15	Manager B
15	Assistant Superintendent
14	Manager C
13	Supervisor A
12	Manager D
12	Administrative Assistant
12	Supervisor B
11	Supervisor C

1	11	Assistant Supervisor
2	11	Golf Green Superintendent
3	8	Supervisor D
4	UC	Golf Course Pro/Manager
5	(not to exceed \$15,375)	

METRO HUMAN RELATIONS COMMISSION

7	17	Executive Director
8	15	Deputy Director
9	12	Chief Investigator
10	10	Investigator III
11	9	Investigator II
12	9	Investigator I
13	8	Executive Secretary VIII

MAYOR'S OFFICE

15	20	Chief of Staff
16	19	Strategic Planner
17	14	Executive Assistant
18	11	Administrative Assistant
19	8	Executive Secretary VIII
20	7	Receptionist

Internal Audit

22	17	Director of Internal Audit
23	13	Staff Auditor

Public Information

25	14	Director, Public Information
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12 Public Information Officer

4 Executive Secretary IV

Neighborhood/Citizen's Advocate

14 Neighborhood/Citizen's Advocate

8 Assistant Citizen's Advocate

Law Department

UC City Attorney (Corporation Counsel)
(not to exceed \$55,840)

UC Associate City Attorney
(not to exceed \$30,273)

11 Legal Research/Administrative Assistant

Drug Regional Advisory Council

16 Director/Governor's Commission for a Drug-Free Indiana

13 Coordinator

5 Executive Secretary V

(The positions in the Drug Regional Advisory Council are exempt from any and all local residency requirements. The incumbents have no right to continue employment with the City upon expiration of State Funding for these positions pursuant to Special Ordinance No. 89-09-21).

FINANCE AND ADMINISTRATION

19 Director of Finance & Administration Division

18 Deputy Controller

15 Accounting Supervisor

11 Administrative Assistant

Property Management

13 Property Manager

Payroll Services

13 Supervisor of Payroll Services

1	10	Payroll Administrator III
2	9	Payroll Administrator II
3		<u>Risk Management</u>
4	15	Risk Manager
5	12	Medical Coordinator
6	11	Safety Claims/Investigator
7	11	Benefits Administrator
8	9	Administrative Assistant IX
9	7	Executive Secretary VII/Receptionist
10		<u>Purchasing Services</u>
11	16	Director of Purchasing Services
12	13	Assistant Director of Purchasing Services
13	8	Executive Secretary VIII
14		<u>Office & Administrative Services</u>
15	9	Executive Secretary/Instructor
16	7	Executive Clerical Secretary
17	5	Executive Clerical Assistant
18		<u>PUBLIC WORKS</u>
19		<u>Public Works Administration</u>
20	19	Director of Public Works Division
21	16	Associate Director
22	12	Clerk to Board
23	9	Executive Secretary IX
24		<u>Solid Waste</u>
25	13	Solid Waste Manager
26	12	Administrative Assistant

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2		<u>City Engineer</u>
3	18	City Engineer
4	18	Flood Control Coordinator
5	15	Assistant City Engineer
6	15	Finance Manager
7	8	Executive Secretary VIII
8	9	Administrative Assistant
9		<u>Transportation Engineering Services</u>
10	16	Director
11		<u>Traffic Engineering</u>
12	16	Director of Traffic
13		Engineering/Street Light Engineering
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16	14	Sign and Marking Superintendent
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18	12	Administrative Assistant
19		<u>Street Light Engineering</u>
20	14	Superintendent of St. Lighting Warehouse
21		<u>Street Department</u>
22	18	Director of Transportation/Operations
23	13	Assistant Street Commissioner
24	12	General Foreman
25	12	Administrative Assistant

1		<u>Garage</u>
2	13	Superintendent
3	12	Garage Supervisor
4	12	Systems Manager
5		<u>CITY UTILITIES</u>
6		<u>Utilities Administration</u>
7	UC	Counsel to City Utilities
8	19	Director of City Utilities
9	16	Associate Director of City Utilities
10	11	Administrative Assistant
11	9	Executive Secretary IX
12		<u>Data Control</u>
13	15	Billing Systems Manager
14	13	Administrative Assistant
15		<u>GIS</u>
16	16	Manager of GIS/IMS
17	15	GIS Analyst
18		<u>Water Engineering</u>
19	16	Manager of Water Engineering
20	8	Executive Secretary VIII
21		<u>Filtration Plant</u>
22	17	Superintendent
23	16	Assistant Superintendent
24	15	Supervisor of Maintenance
25	15	Supervisor of Water Quality
26	12	Administrative Assistant

Water Maintenance & Service

17 Superintendent

15 Assistant Superintendent

13 **Supervisor**

Water Pollution Control Engineering

16 Manager of WPC Engineering

15 Program Manager

8 Executive Secretary VIII

Water Pollution Control Plant

17 Superintendent

16 Assistant Superintendent

15 Supervisor of Water Quality

15 Supervisor of Operations

15 Supervisor of Maintenance

15 **Supervisor of Agroservices**

14 Chemist

13 Assistant Supervisor of Maintenance

12 Administrative Assistant

Water Pollution Control Maintenance

17 Superintendent

15 Assistant Superintendent/Maintenance

13 **Supervisor**

Stormwater Engineering

16 Manager of Stormwater Engineering

8 Executive Secretary VIII

Stormwater Maintenance

15 Assistant Superintendent/Stormwater
13 Supervisor

Customer Relations

15 Customer Relations Manager
13 Supervisor

Meter Reading

15 Meter Reading Manager

General Accounting

15 General Accounting Manager
12 Project Accountant
12 Analyst
12 Financial Accountant
12 Fixed Asset/Budget Accountant
8 Accounting Clerk/Receptionist
6 Bookkeeper/Data Entry

Water Resources

17 Chief Engineer

COMMUNITY AND ECONOMIC DEVELOPMENT

C&ED Administration

19 Director Community & Economic Development Division
16 Community Development Projects Administrator
14 Fiscal Manager
13 Community Development Specialist
12 Staff Accountant

1	9	Administrative Assistant
2		<u>Planning</u>
3	18	Director of Planning
4	16	Senior Planner (Planner III)
5	14	GIS Planner
6	13	Planner II
7	12	Planner I
8	10	Historic Preservation Assistant
9	9	Administrative Assistant
10		<u>Economic Development</u>
11	18	Director of Economic Development
12	15	Sr. Economic Development Specialist
13	14	Business Development Specialist/UEA Administrator
14	13	Economic Development Specialist
15	11	Asst. Business Development Specialist
16	10	Administrative Assistant
17	7	Executive Secretary VII
18	6	Executive Secretary VI
19		<u>Redevelopment</u>
20	18	Director of Redevelopment
21	13	Redevelopment Specialist
22	10	Bookkeeper/Accountant
23	9	Administrative Assistant
24		<u>Neighborhood Code Enforcement</u>
25	17	NCE Administrator
26	14	Enforcement Manager

1	13	Case Systems Manager
2	12	Legal Assistant
3		<u>Housing and Neighborhood Development Services</u>
4	17	HANDS Administrator
5	14	Loan Processing Manager
6	14	Program Development Manager
7	14	Construction Manager
8	9	Administrative Assistant
9	7	Executive Secretary VII
10		<u>Contract Compliance</u>
11	17	Compliance Administrator
12	11	Compliance Officer
13	8	Executive Secretary VIII
14		<u>PUBLIC SAFETY</u>
15		<u>Public Safety Administration</u>
16	19	Director of Public Safety Division
17		<u>Human Resources</u>
18	16	Associate Director of Human Resources
19	14	Systems Manager
20	12	Employment Specialist
21	11	Office Manager
22	11	Labor Relations Specialist
23	7	Executive Secretary VII
24	5	Executive Secretary V
25		
26		
27		
28		
29		

Animal Control

17	Director Animal Care and Control
11	Office Supervisor
11	Enforcement Supervisor
11	Animal Care Supervisor
11	Humane Education Specialist

Communications

17	Chief of Communications
15	Director of Operations
13	Supervisor of Dispatchers
13	Supervisor of Technicians
13	Assistant Director of Operations
12	Electronics Technician
11	Administrative Assistant

SECTION 4. Pursuant to State Statute economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year **1997**. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

SECTION 5. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF).

SECTION 6. That, in addition to the compensation provided for herein: The Corporation Counsel shall receive not more than **\$6,000** for services performed in connection with the operations of the municipally owned utilities pursuant to I.C. 36-4-7-4 which additional compensation shall be paid from the revenues of the appropriate utility or function. The Corporation Counsel shall also receive an additional sum not to exceed **\$12,000** for services provided in

1 connection with the City Self-Insurance Program involving matters not in litigation. That, so long as the
2 City does not employ a full-time Labor Relations Director (Labor Grade 14) the Corporation Council
3 shall receive **\$12,000** additional annual compensation for services provided in connection with
4 collective bargaining matters involving the Civil City and its Utilities.

5 That, in addition, the following legal services are recognized as extraordinary services and
6 shall entitle any part-time member of the Law Department performing such services to additional
7 compensation at the rate of **\$130** per hour, or such other appropriate compensation as determined by
8 the Board of Public Works:

- 9 A.) Bond issues and related financial matters, including Bond issues related to
10 the Economic Development Commission where the fees for said issues are
11 paid by the Bond applicant.
- 12 B.) Annexation litigation following the filing of a remonstrance.
- 13 C.) Condemnation litigation following the filing of exceptions to the appraisers'
14 report.
- 15 D.) All matters relating to defense of claims against the Fort Wayne Police
16 Department following the filing of a complaint.
- 17 E.) All matters involving a challenge to the constitutionality of any act or omission
18 by the City or one of its employees following the filing of a complaint in court.
- 19 F.) All matters relating to intervention in utility rate cases following the filing of a
20 petition of a petition to intervene, or other appearances before the Indiana
21 Utility Regulatory Commission (I.U.R.C.)
- 22 G.) All matters relating to litigation where the amount in controversy exceeds
23 \$50,000, following the filing of a complaint in court.
- 24 H.) All matters relating to litigation where any
25 recovery against the City or its employees would be paid from the City's Self-
26 Insurance Fund.

1 I.) All matters involving collective bargaining arbitrations.

2 J.) Matters relating to the Fort Wayne Redevelopment Commission covered by
3 a separate contract.

4 Any and all payments to be made hereunder for extraordinary services, shall be subject to
5 the final approval by the City Controller. Nothing in this agreement shall prevent the use of other
6 attorneys or firms to perform extraordinary services, subject, however, to the provisions of I.C. 36-4-9-
7 12.

8 SECTION 7. From and after the first day of January, **1997**, all appointed
9 officers, employees, deputies, assistants, departmental and institutional heads of the Civil City and
10 City Utilities will be paid according to this, the above and following provisions of this ordinance, subject
11 to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by
12 Common Council.

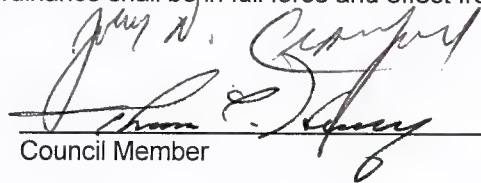
13 SECTION 8. That all Departments subject to this Ordinance will conform
14 to the Official City's Personnel Policies and Procedures relating to hiring, pay, and other related
15 practices, approved by the Mayor and administered by the City's Human Resources Department.

16 SECTION 9. If any section, clause, sentence, paragraph or part or
17 provisions of this Ordinance be found invalid or void by a Court of competent jurisdiction, it shall be
18 conclusively presumed that this Ordinance would have passed by the Common Council without such
19 invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will
20 remain in effect.

21 SECTION 10. The Municipal Code of the City of Fort Wayne references, in
22 codification form, salary ordinances previously adopted by the City Council for past years. Such
23 salary ordinances have a duration of one year and thus, with the exception of the **1996** salary
24 ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1,
25 **1997**, any conflict between the terms and conditions hereof and any previous ordinance shall be
26 resolved in favor of this ordinance.

1 SECTION 11. Two copies of all attachments and Exhibits referred to in this
2 Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

3 SECTION 12. This Ordinance shall be in full force and effect from and after
4 its passage and approval by the Mayor.

5 
Council Member

6 APPROVED AS TO FORM
7 AND LEGALITY


8 
9 J. Timothy McCauley, City Attorney
10 (Corporation Counsel)

EXHIBIT "A"

NEW SALARY RANGES - FOR 1997

LABOR GRADE	MINIMUM	MEDIAN	MAXIMUM
1	\$11,981	\$14,582	\$17,184
2	13,478	16,405	19,331
3	14,976	18,227	21,479
4	16,475	20,053	23,631
5	17,971	21,874	25,777
6	19,470	23,697	27,924
7	20,967	25,520	30,074
8	22,463	27,342	32,221
9	23,921	29,145	34,369
10	25,459	30,988	36,517
11	26,957	32,810	38,664
12	28,456	34,956	41,457
13	29,953	36,458	42,963
14	31,449	38,277	45,105
15	32,948	40,101	47,254
16	36,339	44,228	52,118
17	40,424	49,209	57,994
18	44,868	54,610	64,352
19	53,129	63,954	74,779
20	54,192	65,233	76,275



Memo

To: MEMBERS OF COMMON COUNCIL

From: PAYNE D. BROWN, DIRECTOR/ PUBLIC SAFETY/HUMAN
RESOURCES

Date: September 3, 1996

Re: 1997 SALARY ORDINANCE

Attached is the 1997 Salary Ordinance. All changes and new positions are underlined and bolded. Deleted positions are indicated by strikeout. Also attached for further clarity of any changes in the Ordinance are sheets entitled "Salary Ordinance Changes for 1997" organized by division.

CITY CLERK

<u>Reason</u>	<u>Department</u>	<u>From</u>	<u>Gr.</u>	<u>To</u>	<u>Gr.</u>
1 Title/Labor Change	City Clerk	Supervisor	10	Assistant Chief Deputy	11
2 Title/Labor Change	City Clerk	Executive Secretary/Bookkeeper	8	Administrative Assistant	10
3 Title/Labor Change	City Clerk	Violations Court Clerk	7	Violations Court Administrator	9
4 Title/Labor Change	City Clerk	Violations Clerk	7	Violations Bureau Specialist	8

Metro Human Relations

<u>Reason</u>	<u>Department</u>	<u>From</u>	<u>Gr.</u>	<u>To</u>	<u>Gr.</u>
1 Deleted Title	Metro Human Relations Commission	Staff Attorney	-	n/a	-

Mayor

<u>Reason</u>	<u>Department</u>	<u>From</u>	<u>Gr.</u>	<u>To</u>	<u>Gr.</u>
1 Title/LG. Change	Drug Regional Advisory Council	Administrative Assistant	9	Executive Secretary V	5

DRAFT

Finance & Administration

<u>Reason</u>	<u>Department</u>	<u>From</u>	<u>To</u>	<u>Gr.</u>	<u>Gr.</u>
1 Labor Grade Change	Property Management	Property Manager	Property Manager	11	13
2 Labor Grade Change	Risk Management	Risk Manager	Risk Manager	14	15

DRAFT

SALARY ORDINANCE CHANGES FOR 1997

8/26/96

Public Works

<u>Reason</u>	<u>Department or Title</u>	<u>From</u>	<u>To</u>	<u>Gr.</u>	<u>Gr.</u>
1 Separated from Division Name	Public Works Administration	n/a	n/a	-	-
2 Title Change	Public Works Administration	Director		19	19
3 New Title and Department	City Engineer	Director (Transportation Eng.)	Flood Control Coordinator	18	18
4 New Title and Department	City Engineer	Assistant Director (Street Eng.)	Assistant City Engineer	15	15
5 Change Department	City Engineer	Finance Manager (Transportation Eng.)	Finance Manager (City Engineer)	15	15
6 Title/Labor Grade and Department	City Engineer	Executive Secretary VIII (Transp. Engr)	Administrative Assistant IX	8	9
7 Merged	Transportation Engineering Services	Transportation Engineering	Transportation Engineering Services	-	-
8 Merged	Transportation Engineering Services	Street Engineering	Transportation Engineering Services	-	-
9 Merged	Transportation Engineering Services	Technical Services	Transportation Engineering Services	-	-
10 Change Department	Director	Technical Services	Transportation Eng. Services	16	16
11 Title and Labor Grade Change	Traffic Engineering	Sign and Marking Supervisor	Sign and Marking Superintendent	13	14

DRAFT

SALARY ORDINANCE CHANGES FOR 1997

8/26/96

Utilities Administration

<u>Reason</u>	<u>Department or Title</u>	<u>From</u>	<u>Gr.</u>	<u>To</u>	<u>Gr.</u>
1 New Position	Utilities Administration	n/a	-	Administrative Assistant	11
2 Title Change	Water Engineering	Assistant Chief Engineer/Water	16	Manager of Water Engineer	16
3 Title/Labor Grade Change	Water Maintenance & Service	Asst. Supervisor of Service	12	Supervisor	13
4 Deleted Title	Water Maintenance & Service	General Foreman	-	n/a	-
5 Title Change	WPC Engineering	Assistant Chief Engineering/Sanitary	16	Manager of WPC Engineering	16
6 Title Change	WPC Plant/Treatment	Agronomist	15	Supervisor of Agroservices	15
7 Labor Grade Change	WPC Plant/Treatment	Chemist	13	Chemist	14
8 Title and Labor Grade Change	WPC Maintenance	General Foreman	12	Supervisor	13
9 Title and Labor Grade Change	Stormwater Maintenance	General Foreman	12	Supervisor	13
10 New Position	Customer Relations	n/a		Customer Relations Manager	15
11 Title and Labor Grade Change	Meter Reading	Supr./Chief Meter Reader	13	Meter Reading Manager	15
12 Title Change	General Accounting	Accounting Supervisor	15	General Accounting Manager	15

DRAFT

SALARY ORDINANCE CHANGES FOR 1997

8/26/96

Community & Economic Development

<u>Reason</u>	<u>Department or Title</u>	<u>From</u>	<u>Gr.</u>	<u>To</u>	<u>Gr.</u>
1 Separated from Division Name	n/a	C&ED Administration	-	-	-
2 Title Change	C&ED Administration	Director	19	Director of of C&ED Division	19
3 Title Change	C&ED Administration	Office Manager	9	Administrative Assistant	9
4 Delete Title	C&ED Administration	Executive Secretary VIII	8	n/a	
5 Title Change	Planning	Long Range Planner II	13	Planner II	13
6 Title Change	Planning	Long Range/Data Planner II	13	Planner II	13
7 Title Change	Planning	Land Use Management Planner II	13	Planner II	13
8 Title Change	Planning	Land Use Planner I	12	Planner I	12
9 Title Change	Planning	Long Range Planner I	12	Planner I	12
10 Title Change	Planning	Neighborhood Planner I	12	Planner I	12
11 Title Change	Planning	Historic Preservation Planner I	12	Planner I	12
12 New Position	Planning	n/a		Administrative Assistant	9
13 Deleted Title	Housing & Neighborhood Develop.	Tax Reversion Property Manager	-	n/a	-
14 Title and Labor Grade Change	Contract Compliance	Executive Secretary VII	7	Executive Secretary VIII	8

DRAFT

SALARY ORDINANCE CHANGES FOR 1997

8/26/96

Public Safety

<u>Reason</u>	<u>Division or Department or Title</u>	<u>From</u>	<u>Gr.</u>	<u>To</u>	<u>Gr.</u>
1 New listed Division Title	Public Safety	n/a	-	n/a	-
2 New Department	Public Safety Administration	n/a	-	n/a	-
3 Changed Title/Department	Public Safety Administration	Director of Public Safety/Human Resources (Mayor's Office)	19	Director of Public Safety Division (Public Safety Administration)	19
4 Title/Labor Grade and Dept. Change	Human Resources	Admin. Asst IX (Law Dept.)	9	Labor Relations Specialist	11
5 Title and Labor Grade Change	Animal Control	Shelter Manager	15	Director Animal Care & Control	17

DRAFT

Read the first time in full and on motion by Crawford & Henry,
and duly adopted, read the second time by title and referred to the
Committee on Finance (and the City Plan Commission
for recommendation) and Public Hearing to be held after due legal notice, at
the Common Council Council Conference Room 128, City-County Building, Fort
Wayne,, Indiana, on _____, the _____ day of _____
M., E.S.T. _____, 19 _____, at _____ o'clock

DATED: 9-3-96

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Crawford,
and duly adopted, placed on its passage. PASSED LOST
by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	8			1
BENDER	✓			
CRAWFORD	✓			
EDMONDS				✓
HALL	✓			
HAYHURST	✓			
HENRY	✓			
LUNSEY	✓			
RAVINE	✓			
SCHMIDT	✓			

DATED: 9-24-96

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne,
Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL)

(SPECIAL)

(ZONING)

ORDINANCE

RESOLUTION NO.

2-69-96

on the 24th day of September, 19 96

ATTEST:

(SEAL)

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Paul Schmidt
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on
the 25th day of September, 19 96,
at the hour of 2:45 o'clock P. M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 30th day of September,
19 96, at the hour of 11:00 o'clock A. M., E.S.T.

Paul Helmke
PAUL HELMKE, MAYOR

BILL NO. S-96-09-02 (as amended) (as amended)

REPORT OF THE COMMITTEE ON
FINANCE
THOMAS C. HENRY - JOHN N. CRAWFORD - CO-CHAIR
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS
REFERRED AN (ORDINANCE) ~~(RESOLUTION)~~ fixing the salaries
of each and every appointed officer, employee, deputy assistant, departmental
and institutional head of the Civil City and City Utilities of the City of
Fort Wayne, Indiana for the year 1997

HAVE HAD SAID (ORDINANCE) ~~(RESOLUTION)~~ UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) ~~(RESOLUTION)~~

DO PASS

DO NOT PASS

ABSTAIN

NO REC

<u>Wm. C. Henry</u>	_____	_____	_____
<u>John N. Crawford</u>	_____	_____	_____
<u>Thomas E. Hayhurst</u>	_____	_____	_____
<u>Colleen Savin</u>	_____	_____	_____
<u>Dickie Hall</u>	_____	_____	_____
<u>Chris Jones</u>	_____	_____	_____
<u>Don E. Henry</u>	_____	_____	_____
<u>D. Schen</u>	_____	_____	_____
_____	_____	_____	_____

DATED:

Sandra E. Kennedy
City Clerk